

**Minutes**  
**Committee on Equal Opportunities**  
**Council on Postsecondary Education**  
**April 16, 2007**

The Committee on Equal Opportunities met April 16, 2007, at Jefferson Community and Technical College, Louisville, Kentucky. Chair Baker presided.

**Roll Call**

Members present: Walter Baker, Jerome Bowles, Raoul Cunningham, Margaret Allen Daniel, Cynthia Fox for Linda Stride Murnane, and Wendell Thomas.

Members absent: Phyllis Maclin, Jesse Harris, Joan Taylor, Ryan Quarles, David Welch, and Charles Whitehead.

**Approval of Minutes**

The minutes of the February 20 meeting were approved as distributed.

**Kentucky State University  
Campus Visit Report**

RECOMMENDATION: The staff recommends that the CEO adopt the report of its campus visit to Kentucky State University, February 20-21, 2007, and that the report be forwarded to the KSU president along with a request that a report regarding its implementation be given at the June 18, 2007, CEO meeting.

Mr. Sherron Jackson introduced the item by stating that the committee conducted a campus visit at Kentucky State University. The staff report was shared with university officials for review and comment. Where appropriate, institutional comments were addressed in the report. The final report is now presented to the committee for adoption. Following action by the committee, the report will be forwarded to the president of KSU with a request that a report regarding implementation of the recommendations be presented at the June 18 CEO meeting.

MOTION: Mr. Thomas moved to adopt the final report. Ms. Daniel seconded the motion.

VOTE: The motion passed.

**Report: *The Partnership Agreement and The Kentucky Plan***

Partnership Agreement: There is no change in the status of the partnership with the U.S. Department of Education's Office for Civil Rights.

Statewide Diversity Plan: The Council has reached agreement with the Presidents and Fellows of Harvard College on behalf of the Civil Rights Project, effective March 5, 2007, to conduct a statewide diversity study to

be completed March 1, 2008. The cost of the study is \$200,000, funded by a contribution of \$20,000 from each institution and the Council. The study will:

1. Identify the mission-based governmental interest that the Commonwealth, the Council, and each public postsecondary education institution has in developing and implementing a diversity plan, including a clear statement of the value of diversity and supporting facts that are sufficient to meet the requirements of the Michigan cases, federal, and Kentucky law.
2. Assess the extent to which race-neutral alternatives would be workable in implementing each component of a diversity plan, tied directly to Kentucky results.
3. To the extent that actions taken under a diversity plan may include the necessary use of race or national origin, articulate the policies and policy changes, necessary to ensure that the diversity plan is narrowly tailored, as required by the Supreme Court, Kentucky, and federal law.
4. Identify the appropriate characteristics for Kentucky's diversity plan, i.e., the areas to be evaluated, measured, and acted upon. Without being limited to these activities, the diversity plan should address the role of recruitment, admissions, financial aid, retention, support services, and integration of diversity values with academic, residential life, extracurricular activities, and other campus based programs. It should also address the role of Kentucky public postsecondary education in improving the K-12 public school system, closing achievement gaps among groups of students, increasing the development and graduation of highly qualified teachers for work in Kentucky schools, and improving the readiness of public school graduates for postsecondary education.

**Report: Reporting  
Estimated Entering Fall  
Enrollment**

Mr. Jackson reported that each year at the October meeting the committee receives a report detailing the estimated entering fall enrollment. The report gives the committee and the institutions a snapshot of the trends toward improving the participation of ethnic minorities in the public postsecondary education system.

After extensive discussion at the October 16, 2006, meeting, the committee confirmed that reporting of entering enrollment will be continued and asked staff to recommend a reporting procedure that ensures all institutions are identifying and reporting students using the same process that results in comparisons that are not misleading and that recognizes the unique characteristics of the institutions. The process below was adopted by the committee to collect and report entering fall estimated enrollment.

**The Process:**

- o Early enrollment estimates for all students will continue to be collected as in the past; however, the early enrollment estimates for entering

freshmen by race at the universities will include students who either enter as first-time students in the fall or as first-time during the summer and return in the fall.

- o These summer/fall cohort figures will be compared to official summer/fall figures from the previous year based on the data submitted through the comprehensive database.
- o The summer/fall cohort for KCTCS will be compared to data it supplies for the same point in time from the previous year and not official end-of-term figures.

This overall approach will ensure a better, more accurate way of informing the committee and the public of the progress made by the postsecondary system.

MOTION: Raoul Cunningham moved to adopt the suggested process. Mr. Thomas seconded the motion.

VOTE: The motion passed.

**Report: Jefferson  
Community and Technical  
College Campus Visit  
Recommendations  
Implementation**

Dr. Rana Johnson reported that the committee conducted a campus visit at Jefferson Community and Technical College October 2006, adopted the final report of the campus visit February 20, 2007, and requested that a report regarding the implementation of the recommendations be given at the April 16, 2007, meeting. This represents the initial JCTC report on the status of implementing recommendations contained in the CEO campus visit report. The JCTC report identifies strategies used to implement each recommendation and discussion regarding the level of success and how success is evaluated. Status reports assist the CEO in monitoring institutional progress in implementing The Kentucky Plan for Equal Opportunities and the Partnership Agreement with the U. S. Department of Education's Office for Civil Rights. Dr. Anthony Newberry, President of Jefferson Community and Technical College, and staff discussed the report highlights.

- o The president insists that faculty and professional staff exhibit a certain level of decorum and professionalism when dealing with students and the public; this is emphasized in the evaluation process.
- o The online registration system has been upgraded to allow any student with 18 credit hours to access and register. There are still checks and balances regarding payment of fees and overdue bills.
- o The website at Jefferson Southwest has been upgraded and improved.
- o TARC service from downtown to the southwest campus has been addressed as suggested by the committee.
- o An effort is in place to more clearly communicate performance requirements to students in the nursing program and to provide tutoring for students who take the critical "make-or-break" exams.
- o The performance evaluations for executives now include a component that looks at diversity.
- o Diversity director is a direct report to the president.
- o Currently updating the recruitment materials and coordinating the

marketing materials to assure message being given and message being received is what is intended by JCTC.

*A written report is included in the agenda as an attachment*

**Report: University of  
Kentucky Campus Visit  
Recommendations  
Implementation**

Mr. Jackson reported the committee conducted a campus visit at the University of Kentucky October 2006, adopted the final report of the campus visit February 20, 2007, and requested a report regarding the implementation of the recommendations be given at the April 16, 2007, meeting. The report will identify strategies used by the institutions to implement each recommendation and include discussion regarding the level of success and how success is evaluated. Highlights of the report follow.

- o The University of Kentucky Vice President for Institutional Diversity (VPID) will have dual reporting responsibility to the President and the Provost. As a tenured faculty member, the VPID is the senior administrative officer responsible for promoting collaboration across faculty, staff, administration, and students in earnest pursuit of the University's diversity goals as articulated by the President and Provost. In particular, the VPID is charged with advising the President and Provost on implications of all academic, fiscal, and administrative policy decisions; developing, implementing, and evaluating the university diversity plan; and active involvement with community engagement around diversity issues. The VPID will attend the President's staff meetings, and serve as the focal point in the Provost's Office for establishing a climate which nurtures and sustains diversity in all spheres of the university.
- o The University of Kentucky supports the strategy to utilize summer camps, seminars, and other opportunities (similar to athletic recruitment) to identify middle and high school students. At present, the university already supports and participates in the College of Engineering Fair and Engineering Day along with close alignment with the UK Engineering Alumni Club to host engineering student programs/receptions.
- o Student morale has increased due to a resurgence of enrolled African American students in the fall of 2006. The Enrollment Management Office is committed to continuing this focus. Enrollment Management employed additional African American staff in the Office of Undergraduate Admission and University Registrar, Visitor Center, and Student Recruitment Volunteer Program. In an effort for staff to be more informed, Enrollment Management has monthly diversity meetings with guest speakers to enlighten staff and encourage continued growth.
- o The university is committed to increasing the number of underutilized faculty. Several colleges have had demonstrable success with a more interventionist hiring strategy as it relates to the diversification of the faculty. The Provost has instructed the Associate Provost for Faculty Affairs to assist all deans in the implementation of similar hiring strategies.
- o All student support programs are undergoing review, including those that target specific populations. Programs currently predominately serving African American students have begun to make service available to a wider constituency of diverse students including Hispanic students.

The university has recently hired a Multicultural Student Affairs officer whose job duties include a broader focus on Hispanic and international students.

- o The Provost has already funded two additional counselors. Much of the tutoring programs provided by CARES have been relocated to a large area in the Commons on South Campus that also houses The Study: a general student support/tutoring facility. The CARES Program will be evaluated along with staffing levels across units by the Vice President for Institutional Diversity in close consultation with the Provost. There is no immediate plan to relocate CARES from the South Limestone facility.
- o The university recently created a position in the Office of University Engagement, that of Assistant Vice President for Community Engagement. The position has been filled by a professional person who has had demonstrable success in similar work elsewhere at UK and has significant ties to African American communities in Lexington and beyond. The Vice President for Institutional Diversity will be responsible for monitoring UK's marketing activities to ensure that value of diversity is a central and consistent element of all campaigns.
- o Beginning with fall 2007, the university will implement the Trustees Scholarship Program for students transferring from an accredited institution. The program provides a three-tiered program, with eligibility based on completed hours and academic performance at their current institution. In addition, the William C. Parker Scholarship Program provides diversity scholarships to transfer undergraduate students.
- o The university, through the Registrar's Office, has implemented a degree audit system (APEX) which has been enhanced enabling students to do their own degree audits, to explore possible majors or assess their progress toward graduation in their current majors.

*A written report is included in the agenda as an attachment.*

**Report: Developmental  
Education Task force  
Recommendations**

Mr. Jackson reported that the Council's Quality and Accountability Policy Group formed the Developmental Education Task Force as a result of recent reports by the Council showing that in both 2002 and 2004 just over 50 percent of the first-time freshmen did not meet the Council's standard for preparation in math, English, and reading. Additionally, underprepared students were twice as likely to drop out by the sophomore year as prepared students (38.8 percent compared to 19.5 percent).

The Developmental Education Task Force shared a final set of recommendations with the Council at its April 4, 2007, meeting. The Task Force recommended, and the Council adopted the recommendations.

The Action Agenda, as shared with the Council, is included in the CEO meeting agenda.

**Report: STEM Task force  
Recommendations**

Mr. Jackson reported that the Council received a report from the Research, Economic Development, and Commercialization Policy Group (STEM Task Force) that identified a set of eight recommendations at its April 4, 2007, meeting. The Task Force recommended, and the Council accepted the

group's recommendations.

The Action Agenda, as shared with the Council, is included in the CEO meeting agenda.

**Information: Waivers of  
KRS 164.020(19)**

Mr. Jackson reported that Maysville Community and Technical College (3.23.07) implemented new academic programs under the waiver status during the 2007 calendar year.

At its March 23, 2007, meeting, the Kentucky Community and Technical College Board of Regents adopted a resolution approving a quantitative waiver for Maysville Community and Technical College to implement new academic programs under the waiver status during the 2007 calendar year. The CEO requested that Maysville CTC report its progress implementing the requirements of the waiver at the June meeting.

The resolution and quantitative waiver is included in the CEO meeting agenda.

**Other Actions by the CEO**

The CEO directed staff to request that University of Kentucky Provost Dr. Kumble R. Subbaswamy attend the June 18 meeting to provide additional information regarding the implementation of the recommendations from the campus visit report.

The CEO directed staff to request that Kentucky State University President Mary Evans Sias and Provost James Chapman attend the June 18 meeting to present information regarding the implementation of the recommendations from the campus visit report.

**Recognition & Resolutions**

The CEO adopted a resolution requesting the CPE chair to send a letter to Regina Crawford, executive director for boards and commissions, reminding and requesting that the Governor ensure that each university board of regents or trustees include African American representation and that each community and technical college board of directors include African American representation. Currently the community and technical college boards of directors do not have African American representation among their appointed members. The General Assembly, by request of KCTCS, moved the authority for appointment of members of the boards of directors to the Governor. The CPE may consider including a list of potential appointees with the letter to Ms. Crawford.

The CEO adopted a resolution directing the CEO chair to write a letter to the executive director for boards and commissions requesting that the Governor make appointments (per the requirements of the partnership with the U. S. Department of Education, Office for Civil Rights) that ensure board strength and continuity of leadership for the Kentucky State University Board of Regents. The letter may include suggestions for consideration by the Governor.

The CEO adopted a resolution acknowledging the honor bestowed by Auburn University upon Dr. Dennis W. Weatherby, NKU associate provost for student success. Auburn University named a scholarship for the Weatherby family in recognition of the efforts of Dennis Weatherby to develop and implement successful strategies to bring greater diversity to the university's engineering program. The public dedication of the scholarship was conducted April 16, 2007, at Auburn University.

**Information and Other  
Business**

Dr. Johnson provided a brief summary of planned EEO conferences for 2007, the Governor's Minority Student College Preparation Program at Morehead State University June 2007, and the Proficient Seniors and Juniors Conference at the University of Louisville June 2007.

The remaining Committee on Equal Opportunities meeting dates for 2007 are June 18, August 13-14, and October 15. All meetings are scheduled to be held in Frankfort unless otherwise noted.

**Adjournment**

The meeting adjourned at 12:01 p.m.